

Modern Slavery and Human Trafficking Statement

Our Commitment

Shawcity is committed to acting ethically and with integrity in all our business relationships. We have a zero-tolerance approach to modern slavery, forced labour, servitude, human trafficking, and all forms of exploitation.

Although we are not currently required to publish a statement under Section 54 of the Modern Slavery Act 2015 due to our turnover being below the statutory threshold, we recognise our responsibility to identify, prevent, and mitigate the risk of modern slavery within our operations and supply chains.

This statement outlines the steps we take to ensure that modern slavery and human trafficking are not taking place within our business or supply chain.

Our Organisation

Shawcity is a UK-based distributor of safety, environmental and industrial hygiene instruments.

Our operations are primarily based in the United Kingdom, and we employ staff in accordance with UK employment law and regulatory requirements.

Our Supply Chains

Our supply chain consists primarily of:

- Professional and business services
- Reputable manufacturing partners
- IT and telecommunications providers
- Office equipment and consumables
- Facilities and support services
- Recruitment and temporary staffing providers (where applicable)

We recognise that certain sectors and geographic regions may present an increased risk of modern slavery and seek to take a proportionate, risk-based approach to supplier management.

Policies and Controls

To support our commitment, we have implemented the following measures:

- Compliance with all relevant employment legislation.
- Fair recruitment and employment practices.

- Right-to-work verification for all employees. ^{Tel 01793 780622 • Fax 01793 784466 • www.shawcity.co.uk}
- Equal opportunities and anti-discrimination policies.
- Whistleblowing procedures that enable employees and stakeholders to raise concerns confidentially.
- Supplier expectations regarding ethical conduct and compliance with applicable laws.

Due Diligence

As part of our supplier onboarding and review processes, we seek to:

- Assess suppliers based on the nature of goods and services provided.
- Obtain assurances that suppliers comply with applicable employment and labour laws.
- Review supplier policies where appropriate.
- Address any concerns identified through discussions or corrective action requests.
- Where higher-risk suppliers are identified, additional enquiries may be undertaken to understand the controls they have in place to prevent modern slavery.

Risk Assessment

We consider the risk of modern slavery within our direct UK operations to be low due to:

- Recruitment practices conducted directly by the organisation or through reputable agencies.
- Compliance with UK employment legislation.
- Regular management oversight of employment practices.

We acknowledge that risks may exist further within supply chains and remain committed to improving our understanding and monitoring of these risks.

Training and Awareness

Relevant employees, particularly those involved in procurement, recruitment, and supplier management, are encouraged to maintain awareness of modern slavery risks and indicators and to report any concerns promptly.

Reporting Concerns

Employees, contractors, suppliers, and other stakeholders are encouraged to report concerns relating to unethical conduct, labour exploitation, or potential modern slavery through established management or whistleblowing channels.

We will treat all reports seriously and investigate them appropriately.



Life-saving solutions

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Continuous Improvement

Shawcity is committed to continually reviewing and strengthening our approach to managing modern slavery risks. We will periodically review our policies, supplier due diligence

processes, and risk assessment arrangements to ensure they remain effective and proportionate to our business activities.

Approval

This statement has been approved by the management of Shawcity and reflects our commitment to preventing modern slavery and human trafficking within our business and supply chains.

Neil O'Regan
Managing Director

A handwritten signature in dark ink, appearing to read "Neil O'Regan", is positioned below the printed name and title.

Date: May 2026